National Independent Labor Journal

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Confederated Unions of America Grows Up In The Labor Movement

McKenna Replaces Hallum As Local 1 President

On August 15, Charles Hallum resigned as President of the Whiting Refinery Local. Hallum, who also served as Representative of the 11th Division at the Whiting Refinery, has been on the Whiting Board of Directors since November 1, 1954. He has also served as Sgt-At-Arms, Editor of the local Union Views, and Secretary-Treasurer.

Hallum, who was slated for layoff the last week in October, resigned in order to take a position in the Supply and Transportation Division of the American Oil Company. He will no longer be connected with the Whiting Refinery or Local. In his new position he has been assigned to the work at the East Chicago Docks. Since nobody opposed Hallum for office in the last election, his post will remain unfilled. Cases and grievances

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C.U.A. News Letter

Automation To Replace Many Thousand In 1962

It is predicted next year automation in the factories will take the place of over 300,000 workers' jobs.

With approximately 16 million men and women in manufacturing alone, this 2% cut will have an adverse effect on many hundreds of others in business serving these workers.

This is more reason why job retraining bills before Congress now are needed.

Wage Hour Act Change Effective Sept. 3, 1961

The changes in the law will take in many thousands of workers previously not covered which is estimated as approximately 3,650,000 additional workers. For employees presently covered under the act —

The law changes from $1.00 to $1.15 an hour effective Sept. 3, 1961.

Two years from said date the $1.15 an hour figure changes to $1.25 an hour minimum.

For new employees covered under the act —

The minimum wage will be $1.00 an hour.

The $1.00 an hour minimum changes to $1.15 an hour in Sept. 1965.

The $1.15 an hour minimum will change to $1.25 an hour minimum in Sept. 1965.

Also under the Act, overtime requirements will not apply to newly covered employees until Sept. 1963.

At that time overtime pay will not be required after 44 hours a week.

In Sept. 1964 overtime pay will not be required after 42 hours a week.

In Sept. 1965 overtime pay will not be required after 40 hours a week.

While it is a known fact that many concessions had to be made in order to raise the minimum rate and cover these additional employees.

The bill was finally passed taking in the plea of many manufacturers that they had to adjust their business to the higher rate or they would have to lay-off to compensate for same.

While these changes are spread over a four year period, it is felt that the confusion and discriminatory features of these changes will create complete chaos in the industry the first year to such an extent that Congress will welcome a change in the law.

All unions are urged to press for legislation next year to alleviate the discriminatory features of the act between presently covered employees and the newly covered employees.

Cost of Living Moving Steadily Up

The biggest increase since October of 1960 was registered

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By Joel Blackmon, General Council

The Confederated Unions of America in holding its Twenty-First Annual Convention on October 4, 5 and 6 of 1961 is now what is often referred to as being of legal age. In other words the Confederated Unions of America has withstood the vigors of youth and is now a full fledged national federation of independent labor unions. It has come of age and is ready to tackle any and all man-sized labor problems which it may confront. This is an envious position and the local independent affiliates of CUA can be justly proud. As with all stable and worthwhile endeavors, the road of progress has not been an easy one.

Being one of the older and outstanding independent national labor organizations the CUA can point with pride to the fact that its recognization by the Department of Labor and the National Labor Relations Board, in the past, has been an appropriate one under the circumstances. However, because of the growth and stability of the Confederated Unions of America, the AFL-CIO is becoming quite concerned, and consequently are applying all the pressure at their disposal to curtail and eliminate the progress being made by independent unions.

It is time that both political parties realize that the independent labor movement is composed of over twice the membership as that of the AFL-CIO combined. It is also time for the independent labor unions to make their tremendous strength felt in a political way in order to get and keep the proper recognition they deserve from the Congress, the President and the Department of Labor.

A great step forward has been promoted by CUA in the convention in July, 1961 in Washington, D. C. wherein many of the national independent labor organizations met and formulated a legislative committee to coordinate a unified policy on labor legislation. This could be the nucleus of a great movement for the benefit of free and independent labor unions in the United States.

Doctors Get Tax-Free Benefits, Cry 'Socialism' At Aid To The Aged

"Old-age pensions, medical care, other benefits—all tax-free —now are opening up for doctors, lawyers and others in private professional practice." That is the opening paragraph in a U.S. News & World Report magazine article, which expands upon a similar article carried in LABOR a few weeks ago.

Particularly ironic is its disclosure that doctors are getting tax-free benefits, though their American Medical Association has bitterly opposed extension of the Social Security and Railroad Retirement systems to include health benefits for old folks, claiming that would be "socialism."

As LABOR previously reported, and as the U.S. News now points out, "a way has been found to permit a professional person to set up a corporation in which he will be an employe —perhaps the only employe. A lawyer, say, can organize a one-man corporation, then form all sorts of tax-free benefit plans for himself.

"The key is in a pair of recent court rulings that, under Federal

(Continued on Page Three)

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OUR REASON FOR EXISTENCE

It shall be the constant policy of this newspaper:

1. To publish news of interest to its subscribers and friends regarding all things pertaining to the working man and his family.

2. To aggressively advocate and pursue plans that will increase the economic advantages of the laboring and producing millions of our American people.

3. To be vigilant in protecting the gains made by working people through their Unions in recent years.

4. To be active in obtaining for Labor, a greater share of the fruits of our production.

5. To further the organization and growth of independent Labor Unions.

6. To do all these things in the American way; that is by lawful and free Constitutional Government.

Socks and Safety Shoes Pose Problem For Wife

The wife of a Georgia member is trying to make safety shoes safer—for socks. In a letter Mrs. C. V. Glisson says: "My husband no sooner puts on a pair of new socks than a hole appears in the toe from his safety shoes. We have tried all kinds of socks to no avail. Does anyone know if there are any socks which are tough enough to withstand a few years under safety shoes and not tear up?" If any wives have licked this problem, please write Mrs. Glisson at: 400 Marshallville Rd., Fort Valley, Ga.

First Strike Was 148 Years Ago

By Andrew Barnes

Labor dispute, a part of what tomorrow's holiday commemorates, first occurred in Fall River 148 years ago. The ox drivers helping to construct the Troy Mill would not work unless hey were paid for the time their animals were being shod.

The old section of the mill, on Troy Street between Pleasant and Bedford Streets, is in the path of Route 195 and is slated for demolition.

The mill first was constructed in 1813 out of the fieldstone that abounded in the area. Oxen dragged the stone to the site. After a stone had been cut, the oxen raised it to the wall on inclined planes.

A broken shoe on an ox had to be repaired immediately to avoid injury to their light hooves. The drivers considered this part of the days work, but the company wouldn't pay them for the time.

As the story has been recorded in the Fall River Historical Society, this caused Fall River's first labor dispute.

Lasted A Week

Lysander Terry, leader of the drivers, said stopping work to reshoe the oxen, without pay, made it not worth coming to work. When the company refused to give in, the drivers stopped coming to work.

After a little more than a week the dispute was settled. A smithy was set up at the site and the men were paid for the whole day. Their pay was a little more than a dollar a day, according to Charles P. Mullen, secretary-treasurer of the Loomfixers Union, who is recognized as Fall River's labor historian.

For the first building huge logs were brought in by water and landed at a dock on the Taunton River. After an ox-driven machine had squared them, they were dragged, again by oxen, to the site and swung up into place on pulleys.

The original mill, 108 by 37 feet was constructed by the Troy Cotton and Woolen Manufactory, led by Oliver Chase, Nathaniel Wheeler, and Eber Slade. It was designed to house 2,000 spindles.

Water Wheel

Mr. Muller said that in its early days the mill was primarily for carding and spinning. The yarn was sent out to the surrounding small looms, and then brought back to the mill to be finished.

Power came from the Quequechan River, which flowed through the base of the building, turning a water wheel. It produced 150.6 horsepower.

A more recent water wheel is still in place in the basement of the building, though it hasn't been used for many years. The Troy Co. closed the mill in 1929, and auxiliary steam power had been added then.

The channels diverting the Quequechan used to run right through the building, but they have been covered over by new construction.

When it was built the water wheel had a drop of 10 to 15 feet, depending on the height of the Watuppa Ponds, from which the Quequechan flows. A dam was built in 1813, raising the height of the ponds three feet to increase the drop over the wheel.

Oxen Replaced

All but the walls of the first building were burned in 1821. The fire was marked not only by the loss of the building but by the theft of $1,662, a large sum for the time, during the confusion.

Several months before the fire a regulation had been issued which prohibited boiling cloth over open fires near the mill, for fear of fire.

The mill was rebuilt immediately, and two stories added, making a seven-story structure. The present building is largely composed of an addition made in 1860. The old structure is the section nearest Pleasant Street.

During the fire of 1928 the tower of the mill burned several times. The building was saved by firefighters who fought fire and cold that froze the water as it came out of the hoses.

Now the oxen which helped build the mill have given way to the trucks and cars which have for it its demolition.

CANCER SOCIETY FUNDS REACH ALL-TIME HIGH

Under the dynamic leadership of a Chicago Area man more money has been raised nationally for cancer control than ever in the history of the American Cancer Society.

He is Wallace W. Tudor, Vice President, Personnel & Employee Relations, Director of Sears, Roebuck & Company, and 1961 National Chairman for the American Cancer Society's Crusade, who announced recently that the financial support of the Society's programs reached an all time high of $36,033,805 in 1961. This figure includes $30,691,805 raised in the 1961 Crusade—8.2 per cent over the $28,356,630 raised in 1960—and $5,342,000 from bequests and legacies against $5,372,115 in 1960.

Mr. Tudor reported that 55 of the Society's 60 Divisions in the nation raised more funds than in 1960. Illinois, which hit the unprecedented total of $2,030,052 against a $1,760,000 goal, is the second state in the country ever to top the $2,000,000 mark. (California was the first). Tudor, who lives at 238 Forest Avenue, Oak Park, is president of the Illinois Division of the Society.

Chairman noted that the increased contributions will enable the Society to step up its educational program — "a program that if followed by all would mean the saving of an additional 87,000 lives each year" He attributed the unprecedented support of the Society's programs to growing public awareness of the magnitude of the cancer problem and of the growing hope among cancer researchers that the problem can be solved.

Mr. Tudor said that 1961 contributions—despite general economic uncertainties—was "an affirmation by the public of a determination to move ahead just as fast as possible in the fight against cancer, a disease that is estimated will take 275,000 lives in the next year if present rates continue."

He added that this result could not have been achieved without the support of more than 2,000,000 volunteers and the communications media — newspapers, magazines, radio and television.

Mr. Tudor, quoting President Kennedy's April Conference on Heart Disease and cancer, warned that "this is no time to sit still on research." He said, "the public should no be satisfied until the Society is able to meet every worthwhile request for research funds and even $36,000,000 will not do this.

"Public support of cancer control programs," Mr. Tudor said, "has built up from proven progress against cancer. Twenty-five years ago there were only 160,000 people alive cured of cancer. Today there are 1,100,000."

Mrs. John F. Kennedy, wife of the President, was Honorary National Crusade Chairman of the Society's 1961 educational and fund-raising campaign.

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Profit Sharing Plan Called Boom For AMC

American Motors Corp. expects its epochal profit-sharing agreement with the United Auto Workers to improve the company's competitive position in the auto industry, Vice President Edward L. Cushman says.

He also expects the agreement, the first such negotiated between a major company and a national union, to mark a turning point in labor relations in this country and to be copied by other companies.

This last view also was expressed by an editorial in the American Investor, official magazine of the American Stock Exchange, which, like Cushman, pointed out that only yesterday, unions, including the UAW, were refusing to have anything to do with profit-sharing plans.

The magazine cited the success of profit-sharing plans for employees imposed unilaterally years ago by such companies as Sears, Roebuck and Eastman Kodak.

Cushman said he had studied profit-sharing plans ever since he was a student at the University of Michigan.

Cushman told a news conference that a study of patterns evolved by some of the largest of the 34,000 companies in the United States that have profit-sharing plans indicated those companies generally have had better sales and earnings than their competitors.

Cushman said it was obvious that UAW president Walter Reuther believed American Motors had a bright sales and earnings future in the next few years or he never would have accepted the profit-sharing plan, which the company calls a "progress-sharing plan."

He agreed when questioners pointed out that the plan, as drawn, gives American Motors a potential leeway of 21 cents an hour in total compensation for workers spread over the next three years, compared with Ford, General Motors and Chrysler.

That is, other compensation can be pared up to that amount in order to finance the progress-sharing plan if sales and earnings make that necessary.

But Cushman said he was convinced the plan will help American Motors sales and earnings to increase by giving the company's workers an incentive to greater efforts, so the paring of other compensation won't be necessary.

Many questions asked Cushman dealt with the feature of the progress-sharing plan by which one-third of the 15 per cent of profits before taxes going into the plan will be paid in stock.

He said an important object of President George Romney in advancing the progress-sharing plan was to get employees to buy more stock and help widen American Motors' stockholder base.

The stock put in the plan, he said, may come either from treasury stock, which has been paid for or from American Motors' 12,000,000 authorized but unissued shares.

He said that, for tax reasons, such stock must remain in trusteeship for two years before being actually distributed to individual workers and, during those two years, trustees named by the company management will vote it.

He said that, so far as he could tell, members of American Motors UAW locals would vote overwhelmingly to ratify the progress-sharing plan.

He said such dissatisfaction as existed in the company's plants over the recent agreement appeared to be concentrated on the rather drastic concessions the union had made to the company on seniority and some other shop rules.

Doctors Get—

(From Page One)

law, doctors organized in certain 'associations' or corporations are to be taxed as corporations. Result: A rush by the states to pass laws allowing professionals to incorporate. Already such legislation has been passed by 14 states.

"What these new state and Federal rules mean," the article points out, "is that many doctors, lawyers and other self-employed professional people will be able to deduct, as a business expense, the cost of their own pension programs and many other items of personal expense as well.

"Example: A married doctor with $40,000 in annual earnings, after exemptions and deductions, has been paying $14,250 a year in Federal income taxes.

"Suppose he organizes a corporation and becomes its only officer and employe. The corporation pays him $32,000 in salary and puts $8,000 into a retirement plan each year. That leaves the corporation itself with no income to be taxed.

"The doctor pays income tax of $10,400 on his salary, so he saves $4,120. Also, the investment earnings of the doctor's pension fund will be entirely tax-free. Only when the doctor retires and starts drawing on his pension fund will he start paying tax on these earnings." Thus he saves in another way, because after his retirement he is in lower "tax brackets."

The article adds that "pensions are only one of the tax-free benefits offered professional people under the new Federal-state rules. An incorporated person or group can take out hospitalization insurance, or even full medical insurance, and deduct the premiums as a necessary cost of doing business." The professional person, as an "employe" of his own corporation, "will pay no tax on the premiums or the benefits."

Among the other tax-free benefits for self-incorporated doctors, lawyers and other professionals, the article says, are "sick-leave pay up to $100 a week, death benefits up to $5,000 to the family, and many others."

The article also points out that "a bill now in Congress (the 'Keogh bill') would provide tax-aided plans" for doctors, lawyers and other "self-employed people," but that even that bill "offers far less generous tax saving than does incorporation."

In contrast to both the Keogh bill plan and the incorporation plan now spreading over the country, workers under Social Security and Railroad Retirement pay income taxes on the money deducted from their pay for retirement benefits. Also, the Social Security and Railroad Retirement systems pay none of the other benefits which doctors, lawyers and other professionals are getting under their incorporation scheme, such as medical and hospital benefits.

New Bohemian Infirmary For Aged Opened

The new John T. Chrastka infirmary at the Bohemian Home for the Aged, 5061 N. Pulaski rd., was dedicated yesterday at ceremonies on the grounds of the 11 acre institution.

Principal speaker was Gov. Kerner, who said that the home offers companionship and care to the aged. The new infirmary, he added, represents "a milestone upon which men have carved a message of compassion for their fellow human beings."

The infirmary, which cost $250,000, has beds for 30 patients. John T. Chrastka, an undertaker at 6301 Cermak rd., Berwyn, donated $150,000.

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Report To The Nation

CHICAGO- T 1961 Labor Day holiday was the safest on record for motorists and pedestrians, taking into consideration the number of cars on the streets and highways and the miles they traveled, according to the National Safety Council.

Much of the credit for the record is due organized labor, which opened its campaign against highway accidents in July. The Standing Committee on Safety and Occupational Health of the AFL-CIO, the Labor Conference of the National Safety Council and other labor safety organizations sponsored their third nationwide Labor Day safety campaign. Heading the campaign was C. J. Haggerty, president of the Building and Construction Trades Department of the AFL-CIO.

Nevertheless, during the 78 hours of the holiday, 386 men, women and children lost their lives in traffic accidents. Another 16,000 sustained disabling injuries.

The toll of injury and death during the past 12 Labor Day holidays was lower only during 1950 and 1954, but the number of cars and the amount of travel were much less than today. This year's holiday was the second consecutive Labor Day weekend in which highway injuries and deaths have decreased. The death rate of 6.6 per 100 million miles driven this year's holiday compares with the 6.0 rate expected for a comparable non-holiday period.

This record was set despite an increase of 30 per cent in mileage traveled since 1954. In that year, motorists traveled 6 billion miles over the holiday, compared with 7.8 billion miles this year. While travel went up 30 per cent, total deaths rose only 6 per cent.

The labor press carried many special articles and safety messages in the weeks preceding the holiday. Safety directors held meetings with union members; posters were prominently displayed; special exhibits were made for union activities. The campaign grew in intensity as Labor Day approached.

The Labor Conference of the National Safety Council received more than two and a half times as many requests from unions for special Labor Day safety materials as in 1960. Clergymen throughout the country supported the campaign with special messages and sermons on the Sundays preceding the holiday.

A few days before the holiday began, President Kennedy issued a plea for caution during the holiday. Secretary of Labor Arthur Goldberg and Secretary of Commerce Luther Hodges recorded series of safety messages which were broadcast periodically throughout the long weekend.

State governors also made pleas for safe driving, and some states set up special programs. Many states joined with the American Trucking Associations and other organizations in asking motorists to drive during the weekend with headlights on. Millions of motorists cooperated with the plan.

Thursday evening before the holiday, the Columbia Broadcasting System repeated its television program, "The Great Holiday Massacre." This was filmed on the nation's highways during the Labor Day weekend of 1960, and was first shown preceding the Christmas holidays last year.

"The improved 1961 Labor Day holiday safety record is the result of a lot of effort by numerous private and public organizations," said George C. Stewart, executive vice president of the National Safety Council. "However, I particularly want to commend organized labor for their vigorous efforts to make their national holiday a safe and happy one."

In commenting on the Labor Day safety record, Haggerty said, "Naturally, we are very gratified by the saving of lives and injuries. We can do better. In fact, we must do better not only during future holidays, but every day.

"I want to publicly thank the thousands of union members, public officials, the clergy, and the members of numerous organizations for their cooperation in making labor's 1961 national holiday the safest on record."

Notice To All Members

A general membership meeting of the Zanesville Armco Independent Organization, Inc., will be held Saturday, November 4, 1961, in the Y.M.C.A. at 7:30 p.m. for the purpose of changing the constitution and by-laws of the Union to comply with the Labor-Management Reporting and Disclosure Act.

Ernest E. Thomas, President

RADIONIC — INDEPENDENT RADIONIC WORKERS OF AMERICA — C.U.A. — SPARKS

CENTRAL MEMBERSHIP MEETING

The next meeting of the general membership of the Independent Radionic Workers of America is scheduled for Thursday, November 16, 1961 and will be held at the Lions Building, which is located at 4306 W. North Avenue, Chicago, Illinois.

This meeting will be the annual pre-Thanksgiving turkey raffle drawing plus the usual hot beef sandwiches and other refreshments prior to and following the business portion of the meeting.

All members of the Union are invited to attend this annual pre-Thanksgiving meeting.

Dancing will follow the close of the business portion of the meeting.

Watch bulletin boards for further announcements.

INDEPENDENT VICTORY

The Independent Ice Machinery Workers Union of York, Pennsylvania, demonstrated once again in behalf of Independent Labor the realization of the American workers desire today, more than ever before, their right to be independent as proven by the results of the election between their independent union in the recent jurisdictional election conducted by the National Labor Relations Board and the U.S. Steel Workers Union with the results of 1173 votes to remain independent as against 288 votes for affiliation with the AFL-CIO, U.S. Steel Workers Union.

The 288 votes received by the U.S. Steel Workers raises the question as to why the National Labor Relations Board even considered holding an election between the two unions at a great cost to the citizens of this country when the requirements to even consider a jurisdictional dispute election is a greater percentage than that demonstrated by the 288 votes received by the challenging union.

It is about time, in our opinion, that the N.L.R.B. begins to consider the value of the challenge rather than to perpetuate the positions held by members of the N.L.R.B.

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FEDERAL WAGE-HOUR LAW QUESTIONS AND ANSWERS

Due to the many questions which arise concerning the Fair Labor Standards Act (Federal Wage-Hour Law) revisions, which became effective September 3, 1961, National Independent Labor Journal, as a public service, will run regularly a series of questions and answers about the law. They will appear in this boxed area beginning with the October issue. Additional information is obtainable from the U. S. Department of Labor located at 105 West Adams St., Chicago 3, Ill.

A. General Questions

Q. What is the Federal Wage and Hour Law?

A. It is the law that puts a floor under wages, requires overtime pay, and restricts child labor. Its official name is the "Fair Labor Standards Act."

Q. Who enforces this law?

A. The U. S. Department of Labor, through its Wage and Hour and Public Contracts Divisions, with regional or field offices in almost every state. The Divisions have an Administrator appointed by the President.

Q. Do the minimum wage and overtime pay requirements of the law apply to all who work for a living?

A. No. Before September 3, 1961, the pay requirements of the Federal Wage-Hour Law applied to some 24,000,000 workers in almost one million establishments throughout the United States. The law was amended, effective September 3, 1961, to include 3,600,000 more workers in 100,000 additional establishments. The increase in the number of workers under the law is due principally to the extension of the Act's coverage to specified large enterprises, and to the narrowing or elimination of some previous exemptions.

Q. If the pay requirements of the Act applied to an employee before September 3, 1961, what must his employer pay him after September 3, 1961?

A. Unless a specific exemption applies to such an employee, the employer must pay him a minimum wage of not less than $1.15 an hour, effective Sept. 3, 1961; the minimum wage must be increased to $1.25 an hour on September 3, 1963. The overtime requirement continues as before—payment of not less than one and one-half times the employee's regular rate for all hours worked over 40 in any week. The employer must also comply with the child-labor provisions of the law.

Q. What are the minimum wage and overtime pay requirements for employees to whom the Act applies for the first time on September 3, 1961?

A. These newly covered workers, unless specifically exempt, must be paid not less than the minimum wage of $1.00 an hour, but no premium pay for overtime is required until September 3, 1963.

Q. What are the minimum wage and overtime requirements for these employees after September 3, 1963?

A. The Act requires that these employees must be paid not less than one and one-half times their regular rates of pay for overtime after 44 hours a week beginning September 3, 1963; after 42 hours a week beginning September 3, 1964; and after 40 hours a week beginning September 3, 1965. They must be paid not less than the minimum wage of $1.15 an hour beginning September 3, 1964, and $1.25 an hour beginning September 3, 1965.

Q. Does the law apply only to workers paid an hourly rate?

A. The law applies regardless of whether pay is by the hour, or on a salary, piece-work, commission or other basis. The worker must be paid at least the applicable minimum rate required by the Act no matter what the basis of payment.

B. Questions On Coverage

Q. What is meant by a "covered" employee?

A. Until September 3, 1961, a covered employee was one engaged in interstate or foreign commerce, or in the production of goods for such commerce, or in a closely related process or occupation directly essential to such commerce—for example, an automobile manufacturing worker.

The Amendments to the Act, effective September 3, 1961, extend coverage to employees of certain large "enterprises" which are engaged in interstate or foreign commerce or in the production of goods for such commerce.

Q. Does a worker, engaged in interstate commerce or producing goods for interstate commerce, actually have to be making some kind of goods in order to be covered?

A. No. The law also covers such persons as office employees, watchmen, guards, porters and other maintenance workers, shipping clerks, transportation workers, and sales personnel, among others.

Q. If an employer sells within the state all the products made by his employees, are his employees covered?

A. They may be. If, at the time of producing the goods, the employer knows or has reason to believe that they will be shipped out of the state, directly or indirectly, or as part or ingredient of other goods, his employees are covered.

Q. What is an "enterprise"?

A. An "enterprise" means the related activities performed, either through unified operation or common control, by any person or persons for a common business purpose.

Q. What are the "enterprises" with employees covered by the Act for the first time on September 3, 1961?

A. These enterprises include the following which are engaged in interstate or foreign commerce or in the production of such goods for such commerce:

(1) Any such enterprise which has one or more retail or service establishments and annual gross sales of not less than $1,000,000 (exclusive of specified taxes) and purchases or receives at least $250,000 annually of goods for resale that move or have moved across state lines (except any retail or service establishment of such enterprise which has annual gross sales of less than $250,000 exclusive of specified taxes);

(2) Any construction or reconstruction enterprise doing a gross annual business of at least $350,000;

(3) Any gasoline service establishment which has annual gross sales of at least $250,000 (exclusive of specified taxes);

(4) Any urban or interurban transit enterprise which has annual gross sales of not less than $1,000,000 (exclusive of specified taxes); and

(5) Any establishment in any other such enterprise where the establishment has employees engaged in, or in the production of goods for, interstate or foreign commerce and where the enterprise has annual gross sales of not less than $1,000,000.

The Act provides that none of the above enterprises shall include any establishment which has as its only employees the owner, his spouse, parents, or children.

Q. Is it possible for an enterprise covered for the first time on September 3, 1961, to have employees who were entitled to minimum wage and overtime pay before that date?

A. Yes. For instance, employees in the central warehouse and central office of a retain chain were generally covered by the pay provisions of the Act, prior to September 3, 1961, and therefore entitled to the $1.00-an-hour minimum and overtime in effect at that time. Such employees must be paid not less than $1.15 an hour beginning September 3, 1961, with overtime after 40 hours in a workweek. However, employees in an individual retail store of the chain who become subject to the Act on September 3, 1961, need be paid only the $1.00-an-hour minimum wage until September 3, 1964, and no overtime is required for them until September 3, 1963.

Q. What are some other employees who will become subject to the minimum wage provisions of the Act on September 3, 1961, due to narrowing or elimination of previous exemptions?

A. These employees include seamen on American-flag vessels and employees engaged "on shore" in processing and other specified operations on fish, shellfish and other aquatic forms of animal or vegetable life. In addition, both the minimum wage and overtime requirements have been made applicable to switchboard operators in certain small telephone exchanges which are part of a telephone company having more than 750 stations.

C. Questions On Exemptions

Q. What is an exemption?

A. An "exemption" is a provision of the law which makes a specific exception from the general provisions of the law. There are some exemptions from both the minimum wage and overtime provisions; others are overtime pay exemptions only and may be complete or partial. Some exemptions apply to certain industries, others to employees in specific occupations. There are also a few exemptions from the child-labor provisions.

Q. What is a retail or service establishment?

A. A "retail or service establishment" is one 75 percent of whose annual dollar volume of sales of goods or services (or both) are not for resale and are recognized as retail sales or services in the particular industry. To be exempt as a retail or service establishment, more than 50 percent of such an establishment's annual dollar volume of sales must be made within the State in which the establishment is located.

Q. What are some kinds of retail and service establishments

(Continued on Page Six)

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Questions—

(From Page Five)

in which the minimum wage and overtime requirements of the law do not apply?

A. The minimum wage and overtime requirements do not apply to employees of any of the following which are retail or service establishments that make 50 percent or more of their sales within the State in which the establishment is located:

Hotels, motels, restaurants, motion picture theaters, seasonal amusement and recreational establishments, hospitals and nursing homes, schools for handicapped or gifted children;

Gasoline service establishments and other retail or service establishments which have less than $250,000 in annual sales, exclusive of specified taxes;

And other retail or service establishments, if the enterprise operating or controlling their activities has less than $1,000,000 in gross annual sales, exclusive of specified taxes, or procures less than $250,000 annually in goods for resale that move or have moved across State lines.

Q. What other employees are exempt from the minimum wage and overtime requirements?

A. Employees to whom the minimum wage and overtime requirements do not apply include: Employees of retail or service establishments which are primarily engaged in the business of selling automobiles, trucks, or farm implements; employees of retail or service establishments who are employed primarily in connection with certain food or beverage services; employees of urban and interurban transit systems which have less than $1,000,000 in annual gross sales; seamen employed on vessels other than American vessels; employees of taxicab companies; employees of certain small newspapers; employees engaged in small forestry and logging operations.

Q. Must farm workers be paid according to the minimum wage and overtime requirements?

A. No. Farm workers are generally exempt from the pay provisions of the law. There are also complete or partial exemptions from the pay provisions for various workers in the agricultural processing industries.

Q. Are laundry workers subject to the law's pay provisions?

A. The employees of the ordinary home laundry are exempt. But if a laundry does more than 25 percent of its work for manufacturing, mining, transportation or communications businesses, its employees are not exempt.

Q. Does the law apply to waitresses, other restaurant workers and hotel employees?

A. No. These employees are specifically exempt from the minimum wage and overtime requirements of the Act.

Q. What is meant by the "white-collar" exemptions?

A. The law provides a minimum wage and overtime pay exemption for executive, administrative, and professional employees, and outside salesmen, if they meet certain tests as to duties and responsibilities. In addition, there are salary tests for exemption of executive, administrative, and professional employees.

Q. Are secretaries, stenographers, bookkeepers and similar office workers within the "white-collar" exemption?

A. No, the exemption does not apply to employees in such categories.

Q. Are domestic workers entitled to minimum wage and overtime pay?

A. No, domestics are not covered by the law.

Q. Has the law any special provision for women workers?

A. No. The law applies the same way to both male and female employees. It also applies to home workers, as well as factory, office and store employees.

Q. Does the law have any provisions permitting the payment of rates below the minimum?

A. Yes. The law provides that, to the extent necessary to prevent curtailment of employment opportunities, specified categories or workers may be paid special minimum rates. These include: Learners and apprentices; handicapped workers, and full-time students outside of their school hours in any retail or service establishment, provided that such employment is not of the type ordinarily given to a full-time employee. These kinds of workers may not be paid special rates unless and until certificates have been issued by the Administrator.

Q. Are such workers, when employed at special minimum rates under the Divisions' certificates, within the overtime pay provisions?

A. Yes. This is a minimum wage exemption only.

D. Questions On Overtime Payments

Q. What is the regular rate of pay upon which overtime is computed?

A. The "regular rate of pay" is all remuneration paid to or on behalf of the employee except payments of types specifically excluded by the Act. Some payments specifically excluded are sums paid as gifts such as at Christmas time, payments made for occasional absences, reimbursements for expenses, certain discretionary bonuses, and bona fide overtime premiums. The regular rate may be more than the applicable minimum rate, but it may not be less.

Q. If an employee works nine hours in one day, is he entitled to overtime pay for the ninth hour?

A. No. Overtime is based on the hours worked in the workweek. There is no daily overtime requirement under this law.

Q. Does the law require extra pay for Saturday, Sunday, or holiday work, as such, or vacation, holiday or severance pay or a discharge notice?

A. No.

E. Questions On Child-Labor Requirements

Q. Does the Federal Wage-Hour Law prohibit children from working?

A. No, but it does prohibit the employment of "oppressive child labor."

Q. What is meant by "oppressive child labor"?

A. The employment of children below specified minimum ages in interstate or foreign commerce, or in the production of goods for such commerce, or in establishments in or about which goods are produced for interstate commerce, or in specified enterprises engaged in or producing goods for interstate or foreign commerce.

Q. What are the minimum age requirements?

A. Sixteen years for most jobs, 18 for jobs covered by hazardous occupations orders, and 14 years for limited numbers of jobs outside school hours.

Q. May a 16-year-old boy work in a factory?

A. Yes, unless the occupation has an 18-year age minimum under a hazardous occupations order.

Q. What is a hazardous occupations order?

A. It is an order under which the Secretary of Labor has found and declared that certain occupations are particularly hazardous to minors under 18.

Q. What kinds of jobs have been declared hazardous?

A. Working in coal or metal mines and quarries, operating power-driven hoisting apparatus and wood-working, metal forming, punching and shearing machines, circular saws, band saws and guillotine shears, certain bakery and paper-products machines, slaughtering and meat-packaging occupations, making or storing explosives, making brick, tile and kindred products, work involving exposure to radioactive substances, wrecking, demolition, and shipbreaking, driving or helping on a motor vehicle, working in logging and sawmilling, or operating elevators other than unattended automatic operation passenger elevators and riding freight elevators

(Continued on Page Seven)

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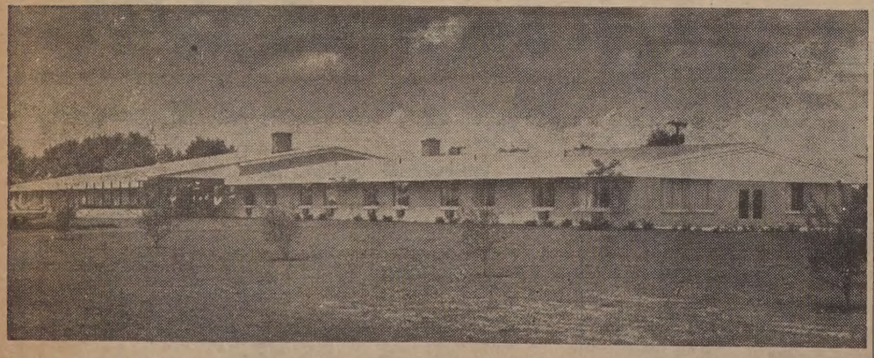

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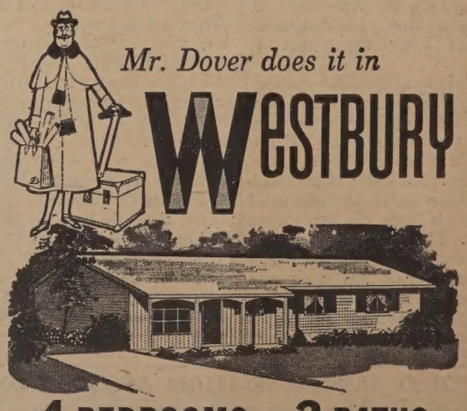

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Questions—

(From Page Six)

which don't have an assigned operator.

Q. What kind of work may a 14- or 15-year old boy or girl do?

A. Office and sales work, janitorial work in rooms where there is no manufacturing or processing of goods, and work in fruit and vegetable packing sheds are among the jobs that are permitted.

Q. Are there restrictions on hours of work for minors?

A. Yes. There are hours restrictions for 14- and 15-year-olds.

Q. How do the child-labor provisions apply to farm workers?

A. Farmers may not employ children under 16—whether migrant or local—in farm work during school hours. This does not apply to a farmer's own children working on the home farm.

Q. How old must a child be to work in agriculture outside school hours?

A. There is no minimum age under the Fair Labor Standards Act for employment on farms outside school hours.

Q. May children be paid less than the minimum hourly rate?

A. The law's minimum wage and overtime pay provisions apply to adults and minors alike. So do the exemptions from these provisions. Farm work, for example, is exempt from both the minimum wage and overtime pay requirements.

Q. How can employers establish proof of age for the minors they employ?

A. By obtaining and keeping on file for each child, an age certificate which shows him to be at least the lawful age for his job.

Q. Where can age certificates be obtained?

A. Age or employment certificates are issued under State laws, usually by local school officials, in all but five States. Federal certificates are issued in Mississippi, South Carolina, Idaho, and Texas. Special arrangements have been made in Alaska.

F. Questions On Records

Q. What records must an employer keep under the Federal Wage and Hour Law?

A. The employer must keep records which contain the name and address of each employee, his birth date if under 19, the hours he works and his earnings, including his regular rate for any week when overtime pay is required, and other specified items.

Q. Are there any special forms an employer must use for records?

A. No. It is required only that the records contain the information specified in the Wage-Hour Divisions' regulations, Part 516. The regulations may be obtained free from the Divisions' nearest office.

Q. Must an establishment inform its employees if the law applies?

A. Establishments with covered workers are required to display a poster where the employees can readily see it. The poster, which outlines the law's provisions, may be obtained free from the Wage-Hour Divisions' nearest office.

G. Questions On Recovery of Back Pay

Q. What can a person do if he believes a firm is violating the Federal Wage-Hour Law?

A. Anyone, whether an employer, worker, or other person, may ask for the Divisions' assistance. His name will be held in confidence. If necessary, the Divisions will make an investigation and the complainant will be notified about the results. Information obtained during an investigation is treated confidentially.

Q. How does an employee get back pay due under the Federal Wage-Hour Law?

A. There are four ways this may be done.

(1) The employee may sue for back pay and an additional sum, up to the amount of back pay, as liquidated damages, plus attorney's fees and court costs.

(2) The Divisions' Administrator may supervise the payment of back wages found due after an investigation. The employee may not bring suit if he agreed to let the Administrator supervise the back-wage payments and has been paid in full.

(3) In certain circumstances, the Secretary of Labor may bring suit for back pay at the written request of the employee. The employee may not bring suit if he has asked the Secretary to sue and the latter has agreed.

(4) Effective September 3, 1961, Federal District Courts are authorized, in injunction actions brought by the Secretary of Labor, to order payment of back wages.

Q. Is there a time-limit on suits for back pay?

A. There is a two-year statute of limitations.

Q. Does the law afford protection to the worker who seeks to get his statutory rights?

A. It is a violation of the law to discharge or otherwise discriminate against an employee for filing a complaint or participating in a proceeding under the Act.

H. Where to Get More Information

Q. Where can more information about the Federal Wage Hour Law be obtained?

A. From the nearest office of the U.S. Department of Labor's Wage and Hour Division. It is located at .....

.....

Jobless Figures 'Still Too High,' Kennedy Says

Total employment in August hit 68½ million, a 40,000 rise over July and a new high for the month, but the rate of unemployment—jobless workers as a per cent of the total work force—hovered near the 7 per cent recession mark for the ninth consecutive month, Secretary of Labor Goldberg reported.

The actual jobless rate, adjusted for seasonal effects, was 6.9 per cent, unchanged from July. In the last nine months the figure has ranged from 6.6 to 6.9 per cent. It is the first time since the 1930s that the unemployment rate has stayed at such high level for that long a period.

Total unemployment for August was 4½ million, compared to 3.7 million a year ago. The August figure represented a normal seasonal drop of 600,000 from July, but this decline was partly illusory because many were students who had not found jobs and had quit the labor force.

'Too High,' Says JFK

President Kennedy, at a press conference during the week, termed the total of jobless "still too high." He said there had been "a tremendous economic recovery" in recent months, "but because of population increases and technological changes," there's still a large hard core of "chronic unemployment."

Kennedy voiced hope there will be a further decrease in unemployment in the months ahead, but stressed the need for Congress to enact legislation for job retraining so that the victims of automation could be fitted for new jobs. If thereafter, unemployment still remains severe, "other steps" will be considered, he promised.

Millions in Part-Time

By government definition, the labor force is made up of persons with jobs and persons out of work looking for jobs. Therefore, when students stop seeking jobs they are no longer counted as unemployed.

Moreover, among those counted as employed in August were over three million who were able to obtain only part-time work.

Goldberg also appealed to Congress for passage of the job retraining bill, and said loans and grants for public works would be considered if the unemployment rate does not come down.

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U.S. Employee Unions Alerted

A Presidential Task Force studying labor-management relations in the Federal Government last week served notice on unions that they can not practice discrimination and continue to deal with the Government on behalf of Federal employees. The announcement came at the start of hearings being held across the nation to help President Kennedy set a policy on employer-employee relations in Federal agencies.

Daniel P. Moynihan, Special Assistant to the Secretary of Labor and staff director of the Presidential Task Force, described the announcement as an interpretation of Mr. Kennedy's memorandum of last June creating the Task Force. This memorandum notified heads of Federal agencies that the Government should "maintain relationships only with those employee organizations which are free of restrictions or practices denying membership because of race, color, religion or national origin."

Letters are in preparation for all Federal agencies notifying them they may not, under the policy laid down by the President, deal with organizations that have dual locals in the same place and same jurisdiction for the purpose of practicing discrimination or segregation, Moynihan reported.

News Letter—

(From Page One)

recently when the cost of living moved up half a point between mid-June and mid-July to an August 15 figure of 128.1 (1947-49—100).

Wage increases will go to many thousand workers under escalator agreements, unions without such agreements will have to start sharpening up their pencils to negotiate for this loss in purchasing power.

According to Bureau of Labor Statistics Claque announces that the Consumer Price Index will be changed to later base in January 1962 which will be an average of the price levels for the years 1957, 1958 and 1959.

Report of Landrum Griffin Act

Secretary of Labor Goldberg in his report to Congress as to the progress of the Act, states compliance has been met with a high degree.

Of 1,900 violations, found 98% of the cases were settled without having to take legal action.

Court action was only necessary in 14 embezzlement cases; 14 election cases; 1 employer compliance case; 1 labor consultant reporting case and 1 officer communist case.

The Secretary states the Bureau conducts—

Open investigation of election cases and advise the union of the complaint.

Open investigation of trusteeship cases and advise the union of the complaint, with no identity of the person making the charge.

Under charges in other sections of the Act they are conducted in or much lesser open basis and no notice of the investigation results is issued.

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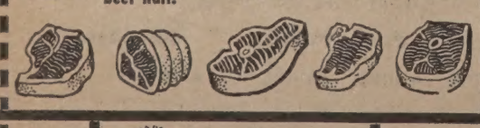

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CUTTING HOURS 9-6

A wise man once said: "Three-fourths of the earth's surface is water and one-fourth land. The Good Lord clearly intended man should spend three times as much of his life fishing as he does mowing the lawn."

But it's also gospel that some 10 per cent of all fishermen catch about 90 per cent of the trophy-sized lunkers. If you haven't yet joined that 10 per cent, but would like to, here are a few tips:

These sizzling-hot days, the Big Boys underwater are doing the same thing you and me are doing: moving as little as possible in the daytime, and waiting till evening or early morning to eat. If they're not at the top, feeding on insects or frogs, they'll be on the bottom, hunting crayfish, hellgramites, or minnows. There's not much activity—and little use in fishing—in all that water in between.

The big fella doesn't like to leave his weedbed or log cover for more than a few seconds at a time, so don't hurry. Retrieve your line slowly.

After you've found the local fish-hangout, the quickest way to catch a basketful is probably by casting. But when in doubt, troll. It's the best way of exploring a lot of new territory in a short time. Try "double-barreled fishing," trolling the bottom from the stern of your slow-moving boat while casting the shallows from the bow.

One of the quickest shortcuts to better fishing is to stock up on the booklets offered by your local "expert" on outboard motors. One of the best is "Fishing with an Outboard," available free at all Mercury outboard motor dealers.

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New Pharmacost Plan Offers Prescriptions At Druggist's Cost

A new plan, called "Pharmacost," has been introduced in the Chicago area, offering medicinal prescriptions and other medicines and vitamin pills to consumers at druggist's Blue Book costs, plus a few cents for bottling and servicing.

A similar plan has been reported highly successful in Washington, D.C., appealing especially to low income families and to elderly persons who often need special prescriptions. Introduced here by licensed Chicago pharmacists, the plan is available to any family, regardless of the number of members in the family or their state of health.

The formula for the new Pharmacost plan is simple—for an annual $4 fee, the whole family can enroll; then all medicinal prescriptions will be filled by Pharmacost, from its headquarters at 459 N. Hamlin Ave., at the basic druggist's Blue Book cost. Prescriptions may be picked up in person or will be mailed to the member. There is no limit on how many prescriptions can be purchased in a year, dependent on the individual doctor's orders.

Asthmatics, Heart Patients, Arthritics, Pregnant Women, Diabetics—

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Prescriptions, Medicinals, Vitamins

The Pharmacost Plan originated for the purpose of selling medicines, vitamins and prescriptions at cost price to you and your family. This idea will greatly benefit the lower income families as well as the elderly people who are faced with a need for continuous medicines during the year. You and your family may participate in this plan by becoming a member. The membership fee is $4.00 each year.

Upon approval of your application, you will receive a membership card and account number. This will then entitle you and the immediate members of your family to have your prescriptions, medicines, and vitamins filled by regular licensed pharmacists at COST PRICE. MAIL, PHONE or BRING your prescription to: PHARMACOST HEADQUARTERS, 459 NORTH HAMLIN AVE., CHICAGO, PHONE SA 2-7667.

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ADDRESS .....

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1 .....
2 .....
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Enclosed is money order or check of $4.00 for one year membership.

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Applicant Signature

Make check payable to PHARMACOST PLAN INC.

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PRESCRIPTION DRUGS AND NATIONAL BRAND VITAMINS can now be bought at Druggist Blue Book Cost Price. NOWHERE CAN THESE DRUGS BE BOUGHT ANY CHEAPER. Doctors approve this plan, and you will approve this plan because your savings in one year can amount to hundreds of dollars. WHY NOT COMPARE THESE PRICES NOW. Look over the partial list below, see how much you can save.

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Apresoline	50 mg.	100's	4.00	Hydrodiuril	25 mg.	100's	3.80
Atarax	10 mg.	100's	3.64	Hydrodiuril	50 mg.	100's	6.00
Benadryl Cap.	50 mg.	100's	2.10	Hydropres	25 mg.	100's	5.50
Benemid	500 mg.	100's	6.00	Hydropres	50 mg.	100's	8.60
Butazolidin	100 mg.	100's	5.85	Iberol Tabs		100's	5.60
Chlor-Trimeton	4 mg.	100's	2.25	Librium Caps	10 mg.	100's	7.00
Combid Spansules		30's	3.93	Medrol	4 mg.	30's	6.59
Compazine Spansules	10 mg.	30's	3.63	Meprospan	200 mg.	30's	2.25
				Meprospan	400 mg.	30's	3.60
Compazine Spansules	15 mg.	30's	4.53	Meticorten	5 mg.	30's	5.85
				Mer/29		30's	5.90
Compazine Tablets	5 mg.	100's	6.06	Miltown	200 mg.	50's	2.60
				Miltown	400 mg.	50's	3.25
Compazine Tablets	10 mg.	50's	3.93	Miltrate		50's	3.46
Coumadin	5 mg.	100's	4.50	Naturetin CK	5 mg.	100's	5.64
Cytomel	25 mg.	100's	2.28	Orinase	500 mg.	50's	4.87
Darvon	32 mg.	100's	3.72	Peritrate	10 mg.	100's	2.50
Darvon Comp.	32 mg.	100's	4.02	Peritrate	20 mg.	100's	3.75
Decadron	0.75 mg.	30's	4.83	Peritrate	80 mg.	100's	8.50
Deciomycin Caps		16's	5.10	Preludin-Endurets		30's	3.51
Deprol		50's	4.50	Premarin	0.625 mg.	100's	3.53
Diabinese	250 mg.	60's	5.40	Premarin	1.25 mg.	100's	5.99
Dicumarol	50 mg.	100's	1.71	Probanthine	15 mg.	100's	3.90
Digitalis	1½ gr.	200's	1.00	Probanthine (with Phenobarbital)		100's	4.26
Digitoxin	0.1 mg.	100's	.75	Pyribenzamine	50 mg.	100's	2.80
Digitoxin	0.2 mg.	100's	1.11	Raudixin	50 mg.	100's	3.00
Digoxin	0.25 mg.	200's	2.40	Raudixin	100 mg.	100's	5.00
Diupres	250 mg.	100's	5.50	Serpasil	0.25 mg.	100's	4.50
Diupres	500 mg.	100's	8.60	Serpasil-Apresoline	No. 1	100's	4.00
Diuril	250 mg.	100's	3.80	Serpasil-Apresoline	No. 2	100's	6.00
Diuril	500 mg.	100's	6.00	Serpasil Esidrix	No. 1	100's	5.20
Donnatal Tablets		200's	2.50	Serpasil Esdrix	No. 2	100's	7.50
Doriden	0.5 gm.	60's	2.40	Singoserp	1 mg.	100's	4.50
Eldec Caps		100's	4.50	Stelazine	1 mg.	100's	4.50
Equanil	200 mg.	50's	2.67	Thorazine Tablets	10 mg.	100's	4.26
Equanil	400 mg.	50's	4.25	Thorazine Tablets	25 mg.	100's	6.06
Eskatrol Spansule		30's	3.03	Thorazine Tablets	50 mg.	50's	3.63
Esidrix	25 mg.	100's	3.80	Tofranil	25 mg.	100's	7.50
Esidrix	50 mg.	100's	6.00	Trinsicon		60's	3.40

DRUGS REQUIRING NO PRESCRIPTION

Coricidin Tabs		100's	2.40	Senokot Tabs		100's	2.25
Dorbane Tabs		100's	2.83	Tedral Tabs		120's	4.00
Dramamine Tabs		100's	3.78	Titralac Tabs		100's	1.80
Entozyme Tabs		100's	3.25				

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Allbee with C		100's	4.95	One A Day		100's	2.00
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Clusivol		100's	6.20	Poly U. Sol Liquid		50cc	2.40
Decavisol Tabs		100's	2.97	Surbex with C		100's	3.90
Decavisol Liquid		50cc	2.65	Theragran		100's	6.30
Micebrin		100's	3.90	Theragran M		100's	6.59
Micebrin T		100's	6.59	Trivisol Tablets		100's	2.39
Multicebrin		100's	3.39	Trivisol Liquid		50cc	2.10
Myadec		100's	6.45	Unicap		250's	4.73

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Extract From Address By Raymond C. Ellis

Today the world is in a state of change and flux. It is quite evident that civilization is balanced on the thin knife-edge of possible destruction. We, too, live in perilous times and our nation and the world is in grave danger. Of that, there can be no question. But, grave as the dangers may be that threaten us from without, they are minor compared to those that threaten us from within:—Apathy! Indifference! Complacency!! These are the great American crimes. I do not underestimate the dangers from without, but I am convinced that no power from without can beat us. But we can beat ourselves.

I am much more afraid of the Americans than I am of the Russians.

I am afraid of Americans who have become indifferent to the decay of national ideals—who have become so accustomed to every form of political chicanery, graft and corruption that these are accepted with little protest as a normal part of our life.

I am afraid of Americans who are apathetic to the tender loving care with which, so it seems, the red, the pink, the traitor and other subversive elements are treated by our courts, from the Supreme Court down.

I am afraid of Americans who have become so hardened to all types of crime, including murder, that the chief offense is no longer the criminal act itself but in having been found out.

I am afraid of Americans who are indifferent to the use of the ballot—who don't vote on Election Day on the theory that one vote more or less won't count. Yet by one vote Edward Everett was elected Governor of Massachusetts. By the late returns from a few districts in Coney Island, New York State went Democratic and Grover Cleveland became President of the United States. In this room today there are many who can recall the election even when Charles Evans Hughes went to bed thinking—with everyone else—that he had been elected President of the United States. Then, in the small hours of the morning the late returns rolled in from Humboldt County in northern California. California went Democratic and Woodrow Wilson was President of the U.S.

I am afraid of Americans, who ought and do know better, who give lip service to the fight against inflation and then, for financial profit, do all they can to promote it.

I am afraid of Americans, who also know better, who succumb to the siren call of policies of fiscal idiocy and sell the economic future of their children down the river.

I am afraid of Americans who are unconcerned that better than four out of every ten boys called up for military service are unfit mentally, morally or physically to serve in the Armed Forces of the United States.

I am afraid of Americans who put first things last and last things first, who underpay their ministers and teachers; who, if we were to have a recession, would first economize by cutting their contributions to churches, hospitals and schools, and later economize by reducing their liquor and luxury bills.

I am afraid of Americans who have given way to the corrosive force of luxury, and who have put their trusts in material things. No one on this earth owns anything. We do not own our house, our bank account, or the stocks and bonds registered in our name. We are only stewards of the things we seem to possess. We cannot take them with us.

No nation in history has survived if it has turned its back on the moral and spiritual values responsible for whatever greatness to which it may have attained. We would do well to remember this basic historical fact, as well as that the price of liberty is eternal vigilance, and that we will be the "land of the free" only as long as we are the "home of the brave".

We would do well to return to the ancient landmarks of our heritage that are important, the things that are permanent and the things that are real, before it is too late. The reverence of God, the dignity of work, and the priceless heritage of freedom. Time is short and time is always running out. . . .

Sitting By A Campfire

I'm sitting by a campfire, Son
where we camped so long ago;
living over every moment
of the days that we loved so.

We would gather round the campfire
when the fishing day was through;
drink our campfire coffee
and spin a yarn or two.

I chuckled o'er the comic lure
you plopped so close to shore,
but that's the one the big bass took,
now I'll not laugh no more.

I'm sitting by a campfire, Son
watching the fire glow
I see your face in the embers
of a campfire long ago.

We'd hear the hunting cry of an owl,
and the lonesome wail of the loon,
on a near sand hill when all was still
a coyote howled at the moon.

The peace and quiet that you loved
is here in the wilderness
and sitting by a campfire, Son
was always filled with happiness.

The moonlight shimmers on the lake
as the mist begins to rise
and I sit beside this campfire, Son
with lonely tear-filled eyes.

I dream again of the days of yore
as I watch the embers glow
your face is there before me
my Son, I miss you so.

The wind sighs softly through the pines
and your voice, I hear once more
and with every lapping of the waves
our boat rocks gently on the shore.

Now the night is still, and the whippoorwill,
calls from a bush somewhere
and wherever I build my campfire,
My Son, I'll see you there.

McKenna—

(From Page One)

will be handled by any of the ten remaining representatives.

Joe "Bud" McKenna, who replaces Hallum as President, will fill out the remaining term of office that expires on October 31st, 1961. At that time a new election of Local 1 officers will be held, whereby he will be eligible for re-election. McKenna, son of former representative Joseph McKenna Sr., has been a representative in the 9th Division since November 1, 1954 and is now serving his fourth term in that capacity.

He has held many offices in his tenure of service to the Whiting membership. McKenna has been both Editor and Co-Editor of the local Union Views, Research and Safety Director, Secretary-Treasurer, and National Board of Director. While Hallum will be sorely missed by the local, we wish to take this opportunity to wish "Bud" McKenna success in a job that is a rough one to step into during times as these.

The National Independent Labor Journal wishes Charley and Bud the best of luck in their new endeavors.

Inviting!

If you're one of the long-term unemployed you might consider the invitation of Miss Paraguay at the Miss International Beauty Contest.

She invited American men to come to her country. She couldn't vouch for jobs for everyone but did point out one fringe benefit; for every man in Paraguay there are seven women.

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What Others Are Saying . . .

Bosses Have Job; We Have Ours

It could be that the day is coming, in another 50 or 100 years, when the "one-big happy family" theory of labor-management relations comes about. That will be the day when sweet reason and patience prevail at the bargaining table and every decision is made for the general welfare.

Meanwhile, that starry-eyed minority in organized labor which believes the one-big-happy family system will work here and now had better take another look at the facts.

General Electric advertises that "Progress Is Our Most Important Product" —and proceeds to rig prices. Oil and chemical industry executives make plenty of speeches about "management rights" but did you ever hear one of them talk about human rights? Trade journals are devoted to scientific articles on how to get more work done with fewer men, but do you ever read a line about improving the welfare of mankind?

Most companies are smart enough not to use child labor any more, but did you ever hear of a company executive going before a legislative committee and testifying against child labor? Does any company wheel ever speak up against mistreatment of migrant workers? Did you ever hear a company man ask for stronger safety and occupational disease laws? For laws against unhealthy smoke pollution?

The fact is that management seeks one thing only—profit. Profit in one form or another. Long-range profits from company expansion. Short-range profits in dividends. Connived profits in special stock options. Higher salaries for a few big shots. Profit. The almighty buck. That's all they care about, all they know. That's what they're hired to produce.

If to make a profit, the boss does not work you 14 hours a day, it is either because he can't get by with it, or because he figures you'd slow down anyway after nine or 10 hours. If he gives you a raise it is because the union slugged it out of him or he's afraid you will organize and slug it out of him. You cannot depend on industrial management, any more than you can Nikita Khrushchev, to bring about the workers' paradise.

We say this not entirely in criticism of management. It is management's business and job and purpose in life to make profit and to heck with the humanity it has to step on to get there.

That's why we need labor unions—fighting labor unions. Somebody has to put people above profit, to think first of people and second of profits. Good labor unions do that and, let's face it, this puts them in direct opposition to management.

'Regulate Union Funds, Don't Touch Business!'

Labor has repeatedly pointed out that business opposition has been the main stumbling block to enactment by Congress of strong legislation to regulate welfare and pension funds and prevent abuse or fraud.

Because of resistance by business, a very weak regulatory Welfare and Pension Fund Disclosure Act was enacted in 1958. Now a measure to strengthen that law is pending in Congress, and has the strong support of organized labor, as well as the Administration. A modified version has been recommended by Senate and House Labor committees.

Again, however, the U. S. Chamber of Commerce, insurance firms and other employer organizations are fighting against the measure because it would include welfare and pension funds controlled by management, as well as those administered by unions, or jointly by unions and employers.

The C of C tries to justify its opposition in a recent issue of its official publication, "Washington Report." That paper hysterically warns businessmen that their "right of privacy" is at stake.

"This basic right is threatened by an Administration-backed bill to give the Secretary of Labor widespread power to pry into the operations of pension and welfare funds," the C of C cries.

It's perfectly all right for the government to impose rigid regulation on union welfare funds —but, horrors, it must not touch those run by employers! That, in essence, is the position of the Chamber of Commerce.

Clearly, there's no consistency in such a position. Moreover, there would be no real protection of the beneficiaries under the C of C plan because the vast majority of pension and similar funds are controlled solely by employers.

Certainly, Congress cannot in good faith enact such one-sided legislation. If it did, it would be betraying the public interest, and placing business on a pedestal, immune from controls against fraud, malfeasance and mismanagement.

Courts Void Two Union Elections Under 1959 Labor Law

Two union elections of officers were overturned in separate consent decrees issued in Federal Courts this week. Both votes had been challenged by the Department of Labor under the Labor-Management Reporting and Disclosure Act of 1959.

In the first case, the U. S. District Court in Augusta, Georgia ruled Monday that the June 1960 election of Local 188 of the United Association of Journeymen and Apprentices of the Pipefitting Industry of the United States and Canada was null and void.

In a similar action, the U. S. District Court in New Orleans Wednesday voided the April 1960 election of the Banana Handlers of the International Longshoremen's Association, Local 1800.

Both unions were ordered to hold new elections, under the supervision of the Secretary of Labor, within 75 days.

Action in the court suits came after both unions filed stipulations consenting to new elections.

Civil suit to cancel the ILA election was brought by the Department on October 14, 1960, while action against the pipefitters was instituted on September 9, 1960.

Both unions were charged with failure to provide safeguards to insure fair elections as required by the LMRDA.

When You Gotta— You Gotta!

"When you gotta go you gotta go. . . ."

This was upheld by the Michigan State Employment Commission which ruled that Chrysler had no right to fire James B. Potter who obeyed nature's law without the consent of his foreman.

Referee Charles Rubinoff ruled that the "ultimate cause of dismissal was not in itself misconduct, but something in the nature of an act of God."

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National Conference of Independent Unions, Address

Harold Hosier, Secretary
Independent Unions — Legislative Committee

President Rogers, officers, delegates and guests attending this Convention of Confederated Unions of America, I bring you fraternal greetings from the Executive Officers and the members of the 70 local unions throughout the United States and Canada which comprise the International Mailers Union. We, like yourselves, are a part of the independent labor union movement of America. Also, like you, we are plagued with the same perplexing problems which confront all organized labor, but more especially, the independent labor unions in America.

Never before in the history of organized labor in America have unionists been called upon to meet so many varied and varied and complex problems. Issues like the deterring, anti-union labor legislation such as Taft-Hartley, Landrum-Griffin and State so-called Right-to-Work laws which bind and gag us at every hand—automation which is causing the loss of hundreds of thousands of jobs, creating large areas of labor blight—increasing imports of materials and goods formerly produced in this country which, in turn, is causing thousands of additional jobs to be lost—concerted efforts of unions affiliated with AFL-CIO to raid independent unions is also of grave concern. All of these issues and many others just as complex and of equal concern to the independent unionists must be met and solved.

Independent unions cannot cope with this situation or expect to stay in business if we continue in our isolationist views. The day has passed when the "go-it-alone" policy will suffice. All of us believe that unity begets strength, yet by acting too independently of one another, we have actually weakened ourselves. We are told that there are some 30 million independent union workers in America. Under present circumstances, a well-organized group of some 12 million union workers is controlling legislative appointments which affect the entire labor movement. What's more, this same group is in many instances fostering legislation which is detrimental to the independent unionist.

There is something seriously wrong when a well organized minority can demand and get control over so much which is vital to the American organized labor movement. If we are to be truthful, we must place the blame for this situation upon the independent unionists who have been TOO independent for their own good. Why are we independent unionists? Is it because of jurisdictional disputes? Is it disagreement with the dictatorial policies of the AFL-CIO or could it be, God forbid, that we could get by with cheaper dues? Whatever the reason may be, we must admit that our independence has not met our every problem.

If independent unionists are to become the potent factor in the organized labor movement which their overwhelming numbers demand, we must replace isolationism with union co-operation—apathy with action—reluctance with determination—dis-unity with unity—silence with a strong clear voice on legislative action which affects the wellbeing of our membership — indecision with decisive action. These are some of the matters which were brought to bear upon those union leaders which assembled at a conference of independent unions in Washington, D. C. last July. The apparent need of cooperation between independent unions was never made more clear.

The possibility for such co-operation was made evident in the election of an Independent Unions Legislative Committee. This committee will be meeting in Washington, D. C. on October 9-10, for the purpose of formulating a program calculated to carry out the intent expressed at the meeting of Independent Unions in Washington, D. C. This committee will be pleased to consider any idea or suggestions for our legislative program. You can send them to the Independent Unions Legislative Committee, 1012 14th Street, Northwest, Room 405, Washington 5, D. C.

This first conference of independent unions was most encouraging and I believe should form the nucleus upon which a permanent organization of International, National and local independent unions can be formed. It is plausible for us as independent unions to form an organization which will assure us of our independence, our jurisdiction and our atonomy. Such an organization would chnage the impotent status of independent unions into a potent force with a voice which would reverberate through the Halls of Congress so strongly that we could no longer be denied our rightful place on the appointment of committees dealing with American labor problems. Such an organization would also provide us with full communication in an exchange of ideas and also give us more strength in defending ourselves against those who would swallow us up through union raiding activities.

Many other opportunities lie in the formation of a permanent organization of independent unions and if you will permit me—as a visitor at your convention—to be so brash, I will most strongly urge upon you that during this conclave, you take concerted and direct action which will provide that your organization will participate in the formation of a permanent organization of independent unions.

I thank you for granting me the privilege of making these few remarks today and I extend my very best wishes for a most successful convention.

U. S. Labor Department Sues Chicago Firm For Back Wages

Chicago, Ill., September 28, 1961—The U. S. Department of Labor filed its fourth claim today to recover an additional $1,340.00 in unpaid overtime wages from the L. A. Albergo Construction Company at 6922 W. Armitage Ave., Chicago, and the partners in the firm, Louis, Sebastian, Anthony, and Margaret Albergo.

The company is engaged in the construction and repair of railroad tracks and public roads and bridges.

The action was taken in the U. S. District Court here on behalf of 2 employees of the company. Under the Fair Labor Standards Act — the federal wage-hour law, the Secretary of Labor is authorized to bring suit against an employer to recover unpaid overtime wages on behalf of employees at their written requests.

Earl F. Halverson, Regional Director of the U. S. Labor Department's Wage and Hour and Public Contracts Divisions, said an investigation disclosed that the 2 employees had not been paid time and one-half for overtime. The law provides that employees engaged in interstate commerce must be paid 1½ times their regular hourly rates for overtime worked in excess of 40 hours a week.

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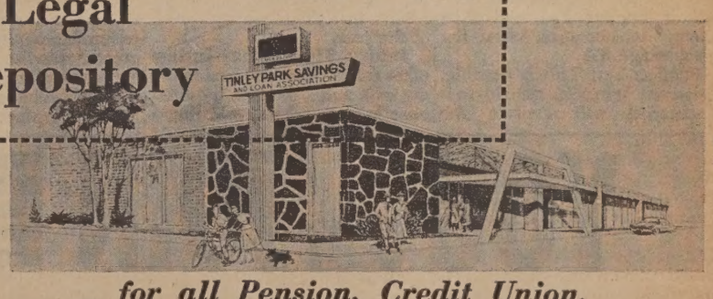

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(The telephone rings in a Chicago District Office of the Social Security Administration . . .)

Staniec: Hello, Staniec speaking.

Fulton: Hello, Staniec, this is Chester Fulton. I have a few miscellaneous questions about social security to ask you. My friend is age 57 and his wife is age 62. She never worked under Social Security. Can she receive wife's benefits now or must she wait until his 62nd birthday?

Staniec: She must wait until her husband is age 62 and file. Dependents cannot receive benefits until the worker is entitled.

Fulton: Does a person who is receiving Social Security benefits pay social security tax if he continues working part-time after becoming entitled?

Staniec: Yes! He must pay social security tax if he works in Covered employment regardless of his age or benefit status.

Fulton: Can a widow age 63 who works part-time receive benefits on her deceased husband's account now and then change to her own when she reaches age 65?

Staniec: Yes! This is possible. However, her social security representative will explain the amounts involved and then she can choose which benefit is more advantageous.

Fulton: My aunt is receiving $53 per month on her own account. Her husband died in 1934 before Social Security began. Why didn't she receive an increase in her benefits?

Staniec: The increase in widow's benefits provided by the 1961 amendments applies only to those widows over age 62 who are receiving benefits on their husband's account.

Fulton: The janitor for my church is now age 62. The employees of the church are not covered by Social Security. However, he has worked under Social Security long enough to be covered. Can he draw Social Security benefits and continue his job?

Staniec: Earnings from work of any kind, whether or not it is covered by the Social Security law, must be counted in deciding the amount of benefits due for a year. Unless his yearly earning is less than $1200, he will not receive benefits for every month of the year.

Fulton: My mother-in-law takes care of our children while my wife and I work. I inquired once before and was told that I could not report her wages for social security coverage. Has there been a change in that provision of the law?

Staniec: There has been no change which would affect your case. Domestic work done in the household of a son or daughter is still excluded from coverage by Social Security.

Fulton: I noticed that the latest changes in the social security law has lowered the amount of work needed to receive social security checks. My brother was turned down for disability benefits because he had not worked long enough. Should he file again?

Staniec: The amount of work needed for disability benefits was not changed by the 1961 amendments, only retirement benefits. The work requirements for disability benefits are still the same. The worker must have worked 5 years out of the ten-year period before he became disabled.

Fulton: Thank you for being so patient. I will be calling you again.

Staniec: It was my pleasure. Goodbye.

Labor Dept. Official Says Workers Must Meet Demands of Automation

Chicago, Ill., Sept. 29, 1961—Assistant Secretary of Labor Jerry R. Holleman told the Allied Industrial Workers International Convention here today that workers in small manufacturing companies must be prepared to meet changing job requirements or face unemployment.

The time is approaching, he said, when many of these workers will need new or refined skills to meet new job demands.

Most members of the Allied Industrial Workers union are employed in relatively small industrial plants or job shops.

Holleman said that small manufacturers must keep up with technological trends to meet greater productive competition or face extinction.

The big changes that have and are taking place in manufacturing because of new inventions and methods have been mostly in the large plants and companies, he said.

He told the 450 delegates to the convention that the "small ripples that have affected some of your plants and jobs because of technological change, will become waves . . . within your working lifetime."

Swift technological change, he said, was one of the reasons for passage of the Area Redevelopment Act this year. The major objective of the Act is to provide job opportunities in cities and towns where unemployment has been rising despite national recovery from the recession.

No matter how the economy prospers, it is obvious that some people cannot get jobs today, Holleman said. He notedd that they are the people with skills in dying occupations and industries such as coal-digging and meat-packing; people with no skills at all, such as recent school dropouts and graduates; and farm hands displaced by big machinery.

"They are what we call the hard-core unemployed. And, they are almost unemployable under the impact of industrial change," he said.

Holleman is in charge of the employment security, apprenticeship and training, manpower, and migratory farm labor programs of the Labor Department, and he is Executive Vice-Chairman of the President's Committee on Equal Employment Opportunity.

U. S. Department of Labor Sues Addison Firm For Back Wages

Chicago, Ill., September 28, 1961—The U. S. Department of Labor filed its second action today to recover unpaid overtime wages from the Kings Awning Corporation, 522 Westgate Drive, Addison, Ill.

The action was filed in the U. S. District Court here on behalf of an employee of the company for the amount of $155.50.

The U. S. District Court here entered a judgment against the company for the amount of $737.83 on June 20, 1961, in the first action filed by the Department of Labor.

The company is engaged in the production, sale and distribution of awnings.

Under the Fair Labor Standards Act, the federal wage hour law, the Secretary of Labor is authorized to bring suit against an employer to recover unpaid overtime wages on behalf of employees at their written requests.

Earl F. Halverson, Regional Director of the U. S. Labor Department's Wage and Hour and Public Contracts Divisions, said, concerning the action filed today, that an investigation disclosed that the employee had not been paid time and one-half for overtime. The law provides that employees engaged in the production of goods for interstate commerce must be paid one and one-half times their hourly rates for overtime worked in excess of 40 hours a week.

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